

**WORLEBURY ST. PAUL'S CHURCH OF ENGLAND V.A. PRIMARY SCHOOL
SINGLE EQUALITY & COMMUNITY COHESION PLAN**

REVIEW DOCUMENTS

ACTION PLAN REVIEW 2012-2013

Objective	What we will do	Measures of Success	Evaluation
To put in place a system of implementing and monitoring this Single Equality & Community Cohesion Plan 2012 - 2016	Continue a Governor Working Group for Equality & Community Cohesion who meet regularly.	Governor Working Group meets regularly and reports back to Full Governing Body.	A change of Governors has resulted in this being delayed until 2013 -2104
	Review the progress of the Single Equality & Community Cohesion Plan annually.	Reviews conducted annually.	Review was carried out according to the policy cycle.
To ensure that all staff and Governors are aware of our statutory duties with regard to equality	Deliver a Governor Training event. Deliver a staff and Governor INSET day.	Training delivered. All staff and Governors have an enhanced understanding of their responsibilities with respect to equality.	Training postponed until academic year 2014-2015.
To create a user-friendly, stakeholder review/consultation process.	Review the annual questionnaires.	More effective questionnaires produced.	Annual questionnaires not carried out due to two sets of questionnaires in 2012 (School and Ofsted)
	Amalgamate equality questions into school questionnaire.	School questionnaire collects all equality data required.	
	Consider methods of collecting data.	More people contribute to the review process.	

Objective	What we will do	Measures of Success	Evaluation
To ensure all SEND pupils make appropriate progress.	Review the ways in which SEND pupils are supported.	All SEND pupils make at least expected progress.	In Year data : Reading - In line or above Writing –In or above Maths – In line or above
	SENCO Report annually to Governors		
To conduct analysis of diverse groups of pupils to ensure appropriate progress is made.	To continue to monitor pupil progress according to gender.	All pupils make at least expected progress.	Progress data indicates that there are no significant gender issues.
	Assessment Subject Leader annual report		
To consider methods of ensuring that goods and services are procured in a way which contributes to the achievement of the General Equality Duty.	To review policy and practice in relation to procurement and lettings.	Equality criteria incorporated as appropriate.	Procurement and Lettings Policy reflect Equality criteria.
To ensure EqlAs influence policy and practice development.	To conduct EqlA's in-line with our policy review cycle.	All policies reflect our vision and have undergone EqlA.	EqlAs are carried out in line with our policy review cycle.

ACTION PLAN REVIEW 2013-2014

Objective	What we will do	Measures of Success	Evaluation
To put in place a system of implementing and monitoring this Single Equality & Community Cohesion Plan 2012 - 2016	Develop the Governor Working Group for Equality & Community Cohesion to meet regularly.	Governor Working Group meets regularly and reports back to Full Governing Body.	Due to Headteacher's absence from September 2013 – February 2014 meetings have not been as regular as we had anticipated. The group has also had to reform due to some governors leaving and problems with recruitment This will be taken forward to 2014/15. It is also noted that governors continue to review the school questionnaire results.
	Review the progress of the Single Equality & Community Cohesion Plan annually.	Reviews conducted annually.	Review conducted by Headteacher.
To ensure that all staff and Governors are aware of our statutory duties with regard to equality.	Deliver a staff and Governor INSET day.	Training delivered. All staff and Governors have an enhanced understanding of their responsibilities with respect to equality.	Governor training will be delivered during November 2014 and staff training during May 2015.
To create a user-friendly, stakeholder review/consultation process.	Amalgamate equality questions into school questionnaire.	School questionnaire collects all equality data required.	Annual questionnaires include equality questions.
	Consider methods of collecting data.	More people contribute to the review process.	

Objective	What we will do	Measures of Success	Evaluation
To ensure all SEND pupils make appropriate progress.	Review the ways in which SEND pupils are supported. SENCO Report annually to Governors	All SEND pupils make at least expected progress.	In Year data : Reading - In line or above Writing –In or above Maths – In line or above This has been reported within the Headteacher report to Governors.
To ensure that FSM and Ever 6 children attendance make appropriate progress through Pupil Premium support.	To continue to monitor pupil progress in comparison to Assessment Subject Leader annual report	All FSM /Ever 6 pupils make or exceed expected progress.	Good progress has been made as evidenced in our school reports – please follow this link for full reports: http://www.worlebury.n-somerset.sch.uk
To consider methods of ensuring that goods and services are procured in a way which contributes to the achievement of the General Equality Duty.	To review policy and practice in relation to procurement and lettings.	Equality criteria incorporated as appropriate.	This action has been completed with sound procedures in place.
To ensure EqlAs influence policy and practice development.	To conduct EqlA's in-line with our policy review cycle.	All policies reflect our vision and have undergone EqlA.	Policies reflect our vision and EqlAs are completed according to our Policy cycle.

ACTION PLAN REVIEW 2014-2015

Objective	What we will do	Measures of Success	Evaluation
To ensure EqIAs influence policy and practice development.	To conduct EqIA's in-line with our policy review cycle.	All policies reflect our vision and have undergone EqIA.	
To ensure ongoing governor involvement in monitoring progress in relation to equality.	To put in place a governor group to monitor progress of this plan.	Governor Working Group meets regularly and reports back to Full Governing Body.	
To maintain and exceed our performance across all groups and in particular accelerate the progress of pupils in receipt of pupil premium and SEND pupils.	Deliver the curriculum and monitor pupil progress, proactively identifying any issues emerging and implementing actions as appropriate	Data shows an enhancement across all groups and in particular pupils in receipt of pupil premium and SEND pupils.	
To develop a curriculum that extends children's understanding of diversity.	Run an equality and diversity session for staff during May 2015. Staff will plan a curriculum cycle to achieve this objective.	Children display an enhanced understanding of diversity and its impacts.	